

16 MAR 1962

MEMORANDUM FOR : Deputy Director (Support)

SUBJECT : Health and Recreation Program

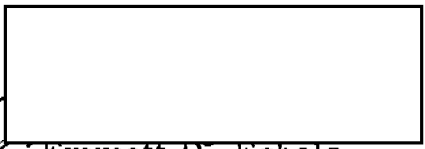
1. This memorandum is submitted for information only.
2. For the past few years the Agency's recreation program has experienced a marginal existence with minimal support by the Agency. With the move to Langley nearing completion, we believe it is an appropriate time to develop a full-fledged program to meet the needs of our employees.
3. Our present program consists primarily of sports with emphasis on bowling, softball, basketball, and golf. Most neglected in the past has been the development of a program of intellectual, cultural and social pursuits. Given the relatively high educational levels of our employees this should be a fertile field and its cultivation should be rewarding to the individuals and the Agency as well.
4. The value of a health and recreation program is self evident. What people do in their leisure time has a direct bearing on their performance and productivity and in their attitude toward their work. Stimulating their interest in creative pursuits and making it possible for them to engage in healthful activities can only accrue to the Agency's benefit.
5. We have found that security considerations are apt to inhibit many of our employees from normal participation in "outside" community affairs. The Agency should fill this void by making it possible for people to pursue their interests "within the family" where security restrictions can be relaxed. We also recognize that while compartmentation is operationally necessary it serves to keep employees from knowing personally many of their co-workers. Organized free time activities can help to overcome this obstacle and thus develop better working relationships.
6. A matter of grave concern to us is the welfare and well-being of unattached employees particularly the young newcomers to the Washington area who have been recruited from all parts of the country.

Our present indoctrination program helps them adjust to their new environment but it will take a more extensive effort to do the job properly and maintain the Agency's good reputation as a responsible employer.

7. We are convinced that a broad program of free time activities would materially benefit the Agency and its employees. The program we envision would include the full range of sports, intellectual and cultural pursuits, hobbies and social activities and other personal services that will contribute to the welfare and recreational needs of our employees. Our thinking on the subject extends to the establishment of a self-supporting employee association similar to those organized in State and other Federal departments.

8. The security and administrative problems involved in such a venture are well recognized but they are not insurmountable and in our opinion the results would be worth the effort. Before proceeding with detailed plans and specific proposals, however, we feel we need an expression of interest and approval by higher authority. We ask therefore that the Deputy Director (Support) consider the merits of the proposed program to determine whether it can be approved in principle. We suggest a meeting at your convenience for a full discussion of the subject.

STATINTL



Emmett D. Echols
Director of Personnel